

INSIDE



2019 Pathfinder Awards

Five deserving women are recognized by the Salt Lake Chamber as creating new paths promoting the development and recognition of women in business.

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Issue Sponsor:



WOMEN IN BUSINESS



A T H E N A
I N T E R N A T I O N A L

2019 Salt Lake Chamber ATHENA Award Winner

Linda Wardell

General Manager, City Creek Center



Linda Wardell is the 2019 recipient of the Salt Lake Chamber's ATHENA Leadership Award. She will receive the award at the Women & Business Conference and ATHENA Awards Luncheon to be held on Nov. 12 in Salt Lake City. This year's winners of the chamber's Pathfinder Awards will also be honored at the event.

Wardell is the general manager of City Creek Center, the retail portion of the City Creek retail, entertainment, business and residential development in downtown Salt Lake City. The center is one of the largest mixed-use downtown redevelopment projects in the nation.

With more than 30 years of experience in managing and marketing shopping centers, Wardell oversees retail operations for the landmark shopping and dining destination.

A seasoned retail executive, Wardell received her first taste of the shopping center industry at an Atlanta-based boutique advertising agency. Her clients included Taubman, owner and operator of City Creek Center that would eventually become her employer. She has played

a pivotal role in the grand openings of several high-profile properties, including Polaris Fashion Place, a 1.5 million-square-foot shopping center in Columbus, Ohio. She spent nine years with Glimcher Realty Trust, owner of Polaris, and while there opened two shopping centers and earned frequent career promotions, eventually serving as vice president of marketing.

Wardell joined Taubman in January 2007 and was named to manage Salt Lake City's City Creek Center. She and her team took over management of the property which opened in March 2012.

A native of Atlanta, Wardell earned her B.A. in communications from Mercer University in Macon, Georgia.

Wardell is involved in the community and is the chair of the Salt Lake Chamber. She serves on the board for the Downtown Alliance, Executive Committee of the Women's Leadership Institute, Zions Bank advisory board and the business advisory board for Westminster College.

The **Women & Business Conference** and **ATHENA Awards Luncheon** is presented annually by the **Salt Lake Chamber**. This year's event will be held on Nov. 12 at the Grand America Hotel in Salt Lake City. The event features the presentation of prestigious awards to women of merit in our community:

The **ATHENA International Award** is a national award presented to an active member of the Salt Lake Chamber who demonstrates creativity and initiative in business and provides valuable service by devoting time and energy to improve the quality of life for others in the community and assist women in reaching their full leadership potential.

The **Pathfinder Awards** are presented annually to community leaders who create new paths promoting the development and recognition of women in business.



CONGRATULATIONS
LINDA WARDELL
GENERAL MANAGER, CITY CREEK CENTER

RECIPIENT OF THE
2019 ATHENA LEADERSHIP AWARD

You are the very heart of City Creek Center and it would not shine as brightly without your thoughtful and inspiring leadership. All of us at Taubman are proud to call you a colleague and friend. Congratulations again on this extraordinary achievement.

“To know Linda is to become a better person. Both in business and the community, Linda is an exceptional example of what servant leadership can achieve and how it inspires others...”

Derek Miller

President and CEO

Salt Lake Chamber and Downtown Alliance

Taubman

AMERICA'S MOST PRODUCTIVE RETAIL PROPERTIES

2019 SALT LAKE CHAMBER PATHFINDER AWARD WINNERS



Theresa Foxley

Economic Development Corporation of Utah

A Utah native, Theresa Foxley is passionate about promoting the Beehive State. She has served as the Economic Development Corporation of Utah's president and CEO since 2017 and has helped usher in a new era that is highly focused on internal team culture, driving stakeholder value and economic development preparedness.

A "recovering" attorney and self-described "deal junkie," Foxley has enjoyed being part of Team Utah's efforts to attract dozens of companies on expansion and relocation projects representing various industries throughout the state, including Goldman Sachs, Vista Outdoor, Stadler Rail and Facebook.

Prior to joining EDCUtah, Foxley was a senior leader at the Utah Governor's Office of Economic Development. Earlier in her career, she represented a diverse set of clients in private legal practice on a multitude of general corporate and financial matters.

Foxley lives in Salt Lake City with her husband and son. They love spending time outdoors together with their Bernese Mountain dog.



Mikelle Moore

Intermountain Healthcare

Mikelle Moore has been a part of Intermountain Healthcare's leadership team for over 20 years. In April 2017, she was named senior vice president and chief community health officer. In this role, Moore leads system-wide prevention and community health improvement efforts in support of Intermountain's mission of helping people live the healthiest lives possible. Prior to this role, she served as vice president of community benefit. She also serves as president of the Intermountain Community Care Foundation and Intermountain Accountable Care board of managers.

Previously, Moore served as the administrator of Intermountain's LDS Hospital from 2004 to 2011. She joined Intermountain as an administrative fellow in 1998 after working in a provider-owned health plan and at the Mayo Clinic in Arizona.

Moore earned her master of business administration and master of health services administration degrees from Arizona State University and her bachelor of physiology degree from the University of Arizona.

Moore is a certified fellow in the American College of Healthcare Executives. She is active in numerous community organizations, and currently serves on the boards of Shelter the Homeless, United Way of Salt Lake and Envision Utah. She also serves on a number of advisory boards and councils throughout the community, including the State of Utah's Health Disparities advisory council, the Governor's Youth Suicide Prevention Taskforce, and the Salt Lake City Homeless Commission.

Moore enjoys the alignment of her work and personal values, being active in the natural beauty of Utah and traveling with her husband and children.



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2019 SALT LAKE CHAMBER PATHFINDER AWARD WINNERS



Melanie Vartabedian

Ballard Spahr LLP

Melanie Vartabedian is a partner with the Salt Lake City law firm Ballard Spahr LLP. She focuses on complex commercial litigation matters, including commercial contract and real estate disputes, securities litigation and intellectual property litigation.

Vartabedian has litigated cases in state and federal courts across the country, and also has experience representing clients in arbitrations and government investigations. She represents real estate developers and private and public companies in business disputes relating to land-use decisions and she defends mortgage lenders and servicers in financial services disputes, including foreclosure-related lawsuits.

Vartabedian also has extensive experience with and involvement in Securities and Exchange Commission (SEC) receiverships. She has prosecuted fraudulent transfer actions on behalf of the receiver in SEC receiverships and has defended numerous clients sued by receivers.

She has been recognized by the Utah State Bar and Utah Legal Services for her pro bono work, which includes assisting immigrants who are the victims of serious crimes and have cooperated with authorities in the prosecution of the perpetrator to obtain legal status in order to reside and work in the United States. She has represented Guatemalan human trafficking victims and acted as lead attorney negotiated a favorable settlement for a disabled couple who lost their home to a predatory real estate company.

Vartabedian is a volunteer with the Violence Against Women Act and helps victims of domestic violence obtain naturalization. She served a clerkship with Judith Billings, presiding judge of the Utah Court of Appeals.



Jennifer Williams

Dental Select

Jennifer Williams has spent the past six years working for Dental Select in Sandy and was recently named chief brand ambassador. Prior to her recent promotion she worked in other capacities with the company, including product development manager and chief experience officer. In her new role, she oversees distribution channel relationships to help drive awareness of the Dental Select brand and technology, specifically, the ways the company is modernizing dental insurance for this new experience economy.

During Williams' professional career, she has held a variety of educational, technical, financial and real estate positions. These include a stint as a special education teacher in Bakersfield, California, and on the island of Oahu in Hawaii; as a healthcare information system consultant in Boston and San Francisco; and as a real estate investor in the Bay Area.

An Illinois native, Williams is a graduate of Rockford University in the state where she earned both a bachelor's and master's degree in education. She also earned a graduate certificate in financial planning at the University of California, Berkeley.





Empowering the
next generation of
women leaders.

Congratulations

2019 Pathfinder Award Recipient

Christy Tribe

CEO, Junior Achievement of Utah

Junior Achievement is honored to recognize CEO Christy Tribe as a **2019 Pathfinder Award recipient.**

Congratulations, Christy, on receiving this distinguished award! Thank you for inspiring us with your passion and vision for our work and your honesty, integrity, and excellence in all that you do. By passing these values on to Utah's students, you are playing a big part in ensuring a brighter future for our communities, and a path toward success for our youth, especially for young women. The JA team is proud of your accomplishments and grateful to call you a friend and mentor.



2019 SALT LAKE CHAMBER PATHFINDER AWARD WINNERS



Christie Tribe
Junior Achievement of Utah



Christy Tribe is the president and CEO for Junior Achievement of Utah. She spent the first 10 years of her career in the corporate world in various roles, including managing art production at FranklinCovey and as a senior interactive project manager at Dahlin Smith White Advertising.

Tribe has worked as a development officer in the nonprofit arena over the past 15 years for a number of organizations, including the Oquirrh Institute and the University of Utah College of Nursing. Most recently, she has spent 15 years with Junior Achievement of Utah where she is passionate about helping students reach their full potential with JA's proactive approach to breaking the poverty cycle.

Tribe loves learning about people and their communities with the goal of impacting both for good. She graduated from the University of Utah with a B.S. in family and consumer studies and minored in political science. She is a graduate of the Salt Lake Chamber's Leadership Utah program. She currently serves on the advisory council for the Women Tech Council, on the executive board of Silicon Slopes, is a member of UCFEE and is a sustaining member of the Junior League of Salt Lake.

Tribe and her husband, Craig, enjoy spending time with their three children and their yellow Lab, Feller.

FIVE STEPS TO CLOSING THE GENDER WAGE GAP



Regardless of what critics say, research overwhelmingly shows that the gender wage gap exists. An analysis by the American Association of University Women found that Utah has the largest gender wage gap for full-time, year-round working women, placing Utah 50th in the nation for gender pay inequality.

To help close the gap, the Salt Lake Chamber and the Women's Leadership Institute recently released the "Best Practices Guide for Closing the Gender Wage Gap."

Below are five steps Utah businesses can take to create an equitable pay environment within their own organization.

1. Evaluation. *Obtain a high-level understanding of pay inequity in your organization.*

Closing your company's gender wage gap starts with determining who is underpaid and how it happened. Assemble a diverse team of men and women from different departments and assign them the task of identifying what internal factors contribute to income inequality. Review your company's workforce by position, salaries, job level and gender, as well as other forms of compensation such as benefits, bonuses and overtime.

If you find pay inequality between employees at the same level, consider raising the compensation of the underpaid employees.

"The gender pay gap won't be closed with just one training. It's important to continually check progress to make sure our company is on the right track," said Brayden Jessen, president of SentryWest Insurance Services.

2. Education. *Train staff to identify biases and help ensure diversity.*

Aside from sharing with your employees your plan on how to eliminate the wage gap, your company should also provide staff with opportunities to learn about their own personal biases. Helping employees understand the reality and effects of the gender wage gap will better company culture, increase inclusivity and improve business performance.

Unconscious bias training can help all staff members recognize their own biases and provide ways to learn how to not allow those biases to influence decision-making. Because the effects of unconscious bias training can be short-lived, training can be useful in decreasing biases if done before hiring

WOMEN-OWNED BUSINESSES

Ranked by Total Revenue 2018



	Company Name Address	Phone Web	Total Revenue 2018	No. of Full- Time Utah Employees	Percentage of Women Employees	Type of Business	Owner
1	Get Away Today 1650 E. 5700 S. South Ogden, UT 84403	855-GET-AWAY getawaytoday.com	\$106M	50	80%	Discount vacation travel	Julie Smith
2	Cruise & Travel Masters 4376 S. 700 E. SLC, UT 84107	801-268-4470 cruiseandtravelmasters.com	\$21M	40	85%	Managing corporate & vacation travel	Toby Nash
3	Utah Employment Services 75 W. Towne Ridge Parkway, Ste. 440 Sandy, UT 84070	801-978-0378 utahemploy.com	\$4.8M	6	83%	Employment agency	April Blessing
4	Salt Lake Imports Inc. 750 S. Redwood Road North Salt Lake, UT 84054	801-355-2700 saltlakeimports.com	\$4.5M	5	60%	Independent used automotive dealership	Johnna Abrams Chris Williams
5	All Points Travel LLC 141 E. 5600 S., Ste. 100 Murray, UT 84107	801-466-1101 allpointstravelonline.com	\$4.3M	5	100%	Full-service travel agency specializing in family & group travel, destination weddings & honeymoons, cruises & custom Europe	Marjorie Donoghue Corina Johnson Partners
6	Log Haven Restaurant 6451 E. Millcreek Canyon Road SLC, UT 84109	801-272-8255 log-haven.com	\$3.5M	39	45%	Restaurant, banquet, reception	Margo Provost
7	Millcreek Gardens 3500 S. 900 East SLC, UT 84106	801-487-4131 millcreekgardens.com	\$3.5M	35	70%	Retail garden center	LaRene Bautner
8	360 Touch 3070 Rasmussen Road, Suite 285 Park City, UT 84098	435-655-0360 360-touch.com	\$2.5M	2	100%	Full-service advertising agency	Lutisha Merrill
9	Recruiting Connection 1935 E. Vine St., Ste. 410 SLC, UT 84121	801-278-1200 recruitingconnection.org	\$2M	10	70%	Full-service recruiting firm	Marilyn Beck
10	Holmes & Co. Advertising 8180 S. Highland Drive SLC, UT 84093	801-355-2211 holmesco.com	\$1.4M	7	43%	Advertising agency	Lisa Holmes
11	McKinnon-Mulherin P.O. Box 1890 SLC, UT 84110	801-895-4745 mckinnon-mulherin.com	\$1.2M	13	70%	Corporate communication firm	Kate Reddy Shauna Bona Regina Davis
12	Cuisine Unlimited Catering & Special Events 4641 S. Cherry St., SLC, UT 84123	801-268-2332 cuisineunlimited.com	*	90	67%	Catering & special events	Maxine Turner
13	Freestyle Marketing Group 211 E. Broadway, Ste. 214 SLC, UT 84111	801-364-3764 freestylemg.com	*	11	64%	Advertising agency	Erni Armstrong
14	Jam Packed LLC dba Butcher's Bunches Handcrafted Preserves P.O. Box 6826, North Logan, UT 84341	435-938-8316 butchersbunches.com	*	16	85%	Food manufacturing & sales	Liz Kennard Butcher
15	Larry H. Miller Group of Companies 9350 S. 150 E., Ste. 900 Sandy, UT 84107	801-563-4100 lhm.com	*	3,500	33%	Automotive retail, sports & entertainment, financial services	Gail Miller
16	Monster Protection Academy 1412 Legend Hills Drive, Ste. 332 Clearfield, UT 84015	(801) 784-2028 mpablankets.com	*	2	100%	Specialty weighted blankets	Jami Furniss
17	The Moxie Agency 1412 Legend Hills Drive, Ste. 332 Clearfield, UT 84041	801-458-6887 themoxieagency.net	*	2	100%	Full-service marketing	Jami Furniss
18	Saxton Horne Communications 85 E. 9400 S. Sandy, UT 84070	801-304-1000 saxtonhorne.com	*	70	40%	Advertising agency	Gail Miller
19	Stratus.hr 75 W. Towne Ridge Parkway, Ste. 440 Sandy, UT 84070	801-984-0252 stratus.hr	*	39	62%	Professional employer organization	Michelyn Farnsworth

Women's Business Center of Utah partners with Kiva to provide access to capital

On Oct. 18, 2019, the Women's Business Center of Utah (WBCUtah) announced a new partnership with kiva.org and will serve as host for Kiva Salt Lake City, the first Kiva Hub in Utah. Kiva U.S. is a nonprofit organization that facilitates crowd-funded micro-loans ranging from \$1,000 to \$10,000 for financially excluded business owners, mainly minorities and women, at zero percent interest with no fees.

"No business survives without capital," said Derek Miller, president and CEO of the Salt Lake Chamber. "Access to funding is the highest priority of any successful enterprise and among the most difficult for start-ups and small businesses. As a statewide nonprofit service provider, the partnership between WBCUtah and Kiva will provide women and minority business owners access to capital that was previously unattainable. By further bolstering the small-business community, we can ensure our state's long-term economic success."

Since its beginning, Kiva's community of 1.8 million lenders have empowered 3.4 million borrowers in 78 countries to secure \$1.36 billion in loans. The repayment rate is 96.7 percent. Through Kiva Salt Lake City, WBCUtah will provide technical assistance to borrowers and small business owners, as well as integrate other technical assistance providers in the area.

"At the 2014 Senate hearing on the 21st century barriers to women's entrepreneurship, many

witnesses testified about the barriers to women entrepreneurs," said Ann Marie Wallace, state director of the Women's Business Center of Utah. "Of the top three barriers, access to capital was the highest. Our center has been involved in efforts

to alleviate the other two: equal access to government contracts and receiving relevant business training and counseling. Through this new program, WBCUtah can be a part of addressing each of these concerns — influencing, advocating for

and helping improve access to capital for women in Utah."

Loans through Kiva Salt Lake City became available starting on Nov. 4, and WBCUtah will host an official launch event for potential borrowers on Dec. 5 at the

Salt Lake Chamber, as well as a community information session soon thereafter.

Kiva Salt Lake City is made possible thanks in part to WBCUtah's grant from Chase Bank. For more information visit wbcutah.org/kiva.

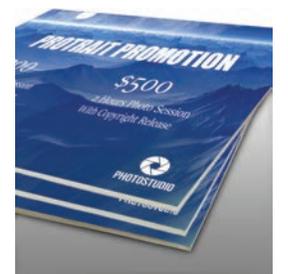
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Raysha Carrasco
Monsieur Crepes

Raysha Carrasco always had an entrepreneurial spirit and wanted to start a business. When she came to Utah in 2015, she worked at hotels, using her hospitality degree. But she wanted to start something of her own. Her husband comes from France, and has always loved cooking. She noticed there were no creperies in town, and saw her opening. They began Monsieur Crepes with just the two of them, catering weddings, baby showers and corporate events and then opening a food truck. By the summer, they needed to hire employees.

Becoming a business owner was a tough decision for both Carrasco and her husband. It meant leaving their stable jobs. She said that even when you know your product or idea is good, you still feel insecure. If you get too bogged down in that feeling, you may never start. Carrasco's advice is this: If you can take the chance, you just live one life. It's amazing how good you feel about what you do, what you have built and what people think about your business.

You can find Monsieur Crepes at 1617 S. 900 E. in Salt Lake City.



Spotlight on Women Business Owners

for 15 years. He was looking to change careers and to Alex, it seemed obvious. He loved to brew and people loved his beer. He was open to the idea but he didn't want to do it alone. For the first few years, he was handling operations and she was working on the brewery while keeping her other job on nights and weekends. She felt like they were both working in the business rather than on the business.

Shades of Pale started in a small, 500-square-foot space in Park City. Alex and Trent live in Park City and thought it would be great to live and work in the same place. They quickly outgrew the space and moved into Salt Lake City. They have taken their business one step at a time. These days, Trent focuses on production, Alex works on expansion, finding new markets, exploring potential partnerships and expanding the taproom. She says when they started they were naive. The things they thought would be hard turned out not to be so tough, but the greatest challenges were unexpected.

You can find Shades Brewery and Taproom at 154 W. Utopia Ave. in Salt Lake City and you can find Shades beer at outlets across the state.

ERA for the past 15 years, with most of those years being ranked in the top five.

Davis believes she stands apart in her business because she cares. She cares about where her customers are going in life and what their needs are, listening to them and being genuinely concerned for them is also key. From the beginning, she set up her business to run as a team with talented people to help her in areas where she has weaknesses; this allows her to magnify her strengths. Sometimes she receives criticism of this approach, but it is what makes her successful.

To find out more about Jennifer Davis ERA Realty Center and view her listings, you can visit: www.buyincedar.com.

always planned it as a stepping stone to bigger and better things. During the nine years of her photography business, she lost focus on what she really wanted to do and what she cared about so much. About seven months ago, Laws sold her photography studio and her husband quit his job to work with his wife full-time in her new business.

You can find out more about Small Town Hub on its website, www.small-townhub.com.



Jennifer Davis
ERA Realty Center

Jennifer Davis is practically a household name in the Iron County area. She is an associate broker with ERA Realty Center in Cedar City. She has sold real estate for over 25 years in Southern Utah. In that time, she has been named Iron County Board of Realtors' Top Producer and ERA Realty Centers' Top Producer for several years consecutively. Jennifer has been honored as Cedar City's Woman of the Year and has ranked in the top 25 Realtors nationally with



Kara Laws
Small Town Hub

The mission statement of Small Town Hub is "Creatively and collaboratively boost small, rural economies while embracing the lifestyle of local residents and supporting their local businesses." Kara Laws, CEO of Small Town Hub, said, "We help small rural businesses expand and not just survive, but thrive." Laws' business works with small rural businesses and their cities to help them get online, sell online and help them attract the right customers. Essentially, they help rural economies to grow.

Laws grew up in rural eastern Utah in the town of Blanding. She has always been interested in business. She owned a photography studio for nine years, which she started because she loved business and was good at photography. She had



Darlene Fuhst
Prohibition Ink Custom Tattoo

Darlene Fuhst and her husband, JJ Ohlinger, moved to Salt Lake City two years ago to open their tattoo parlor, Prohibition Ink Custom Tattoo. Both trained artists, they eventually realized tattooing was a way to pursue art while making a living. JJ has built a very successful tattoo career and travels to conventions around the world. Darlene handles the day-to-day operations of running the business.

Before moving to Utah, Darlene helped launch the entrepreneurship MBA program at Clemson University in South Carolina. As part of the program, she would watch students pitch their business ideas and give them feedback. If she wanted to start a business, she felt like she had all the tools at her disposal.

From the beginning, their customer service has set them apart. Many tattoo shops have "tattitude," intentionally scaring off the uninitiated. Darlene decided to run the shop like a service business. She is friendly, welcoming and always answers phone calls. Her background in marketing and retail come in handy.

Prohibition Ink Custom Tattoo is at 1991 S. 1100 E., Suite C, in Salt Lake City.



Alexandra Ortiz
Shades Brewery

Alexandra Ortiz started Shades of Pale Brewing with her husband Trent in 2010. Trent had been home-brewing



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GENDER GAP

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and promotion decisions are made.

"At Boeing, we require hiring managers to complete training before they hire anyone. As a training is refreshed, it is then required before the next time we hire. This helps ensure we are hiring the best candidates for each position based on their experience and skill set," said Laura Bogusch, general manager of Boeing Salt Lake.

3. Recruitment. *Reassess your recruitment and hiring processes.*

The recruitment, hiring and promotion processes are where the majority of core gender wage gap bias occurs. Adapting your recruitment and hiring practices could help close the gender wage gap by ensuring new hires don't start out at a deficit in pay compared to other employees. One way to do that is by avoiding asking for previous wage information during the hiring process. In addition, a company could set the pay range for jobs based on value-added to the organization before the hiring process begins.

"Women aren't always perceived the same as men in negotiations," said Lori Chillworth, director of business

banking at Zions Bancorporation. "Companies should work to find ways to level the playing field for women negotiating their salaries."

4. Retention. *Identify and invest in high-performing female leaders.*

Retaining women employees ensures diversity among staff, and research has proven that companies with diverse staff are more productive, more innovative and overall more successful. Best practices for retention that can be adopted over time include putting a paid parental leave policy in place for all new parents; allowing employees access to customizable, flexible schedules; and implementing return-to-work programs for those returning from parental leave.

"Companies should empower managers to utilize flexible work schedules and return-to-work programs to meet the needs of their employees," said Ray Pickup, president and CEO of WCF Insurance. "WCF has worked with key employees to create flexible schedules which have allowed the company to continue to thrive and have retained highly skilled, valuable members of our team."

5. Advancement. *Set goals for placing more women in leadership positions.*

Untapped power already exists inside your organiza-

tion. If you are not actively seeking and investing in your female employees' potential, you are limiting your business's capital, inclusion and diversity. Start by setting goals, such as SMART goals, and achievement-based promotions for employees. While a vast majority of companies already have this in place, often they are gendered in construction. Conduct a re-evaluation of your performance measures to see if they reflect the traits of those already in power.

Also, consider having your organization accept the ElevateHER Challenge from the Women's Leadership Institute. The challenge focuses on the key benefits of increasing women's leadership and includes a multitude of resources for companies to tailor policies to their own unique work environments.

"The tone must be set by top leadership of a company to make closing the gender wage gap and advancing women a core mission," said Melanie Vartabedian, a litigation partner at Ballard Spahr. "For companies that have women in high-level positions, they are showing their employees what they value."

To download a digital copy of the "Best Practices Guide for Closing the Gender Wage Gap," visit slchamber.com/wagegap.



CLASSIFIED

VOLUNTEERS



International Relief Teams Seeks Skilled Construction Volunteers

International Relief Teams (IRT) is seeking volunteers with construction skills (handypersons or licensed contractors) for one week deployments to U.S. flood affected areas to help those families who cannot financially recover on their own, get back into their homes.

Our construction teams are currently working in Louisiana in the aftermath of last year's record floods, and anticipate we will be needed in Texas in the near future.

Although skilled construction volunteers are our first priority, we will be adding a limited number of unskilled volunteers to each team. All volunteers accepted for this assignment will be flown commercially from an airport near their home to an airport near the job site, leaving on a Sunday and returning the following Sunday. IRT will provide minivans for volunteers to use to for local transportation to and from the arrival airport and to and from the job site.

Teams will be housed at local churches or other suitable facilities. Volunteers are responsible for bringing their own bedding, towels, and toiletries. There is a \$150 volunteer participation fee to help cover airfare and local transportation costs, and volunteers are responsible for their own meals while on assignment.

Work is performed Monday through Friday (full days) and a half day on Saturday. Job assignments generally include installing windows, doors, kitchen cabinets; laying tile, linoleum, or wood flooring; building handicap ramps to the home; roofing; drywall and mudding; finish carpentry work, finishing plumbing; and other related tasks. We ask each volunteer to bring basic hand tools, such as a tool belt, hammer, pliers, putty knives, tape measure, etc. Power tools, generators, compressors, and other large specialty tools are provided by IRT and our local agency partners.

For more information, contact Brett Schwemmer (bschwemmer@irteams.org), or to apply for an assignment, fill out an online volunteer application (www.irteams.org).

About IRT: Since 1988, IRT has been actively involved in helping families in need in 68 international disasters, and 24 U.S. disasters. IRT construction teams worked for more than six years repairing and rebuilding homes in Mississippi after Hurricane Katrina, and four years in New Jersey after Superstorm Sandy, and is now working in Louisiana after last year's record floods.



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